

CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING SALARY ADJUSTMENTS

PROPOSAL #____
DATE: January 13, 2014

CITY PROPOSAL:

IAFF has made two proposals regarding Salary Adjustments, with the most recent on January 13, 2014. The City rejects those proposals. The City now submits the following proposal regarding Salary Adjustments

CONCERN:

The City seeks to pursue the goals set forth in the compensation component of its Quality Work Force Program as set forth below.

CITY PROPOSAL:

City of Chula Vista proposal to IAFF:

The following shall be added to Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph I:

A. Salary adjustments shall be made as follows:

1. For Fiscal year 2013-2014:

a. Starting the first full pay-period after agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2013) between the City and IAFF, IAFF represented employees in the Fire Engineer and Captain classifications shall receive a 1% salary adjustment.

2. For Fiscal-Year 2014-2015:

- a. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
- The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
 - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
 - General Fund total operating reserves have remained stable from the prior fiscal year.

- Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
 - b. To allow for salary adjustment increases, the City may reopen the MOU at any time starting in the in the month of February 2014 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period. It is intended that the salary adjustments focus on those below 66% of market.
4. For Fiscal Year 2014-15, the City agrees that prior to City action based upon the Salary Survey, it shall provide a PDF copy of the Salary Survey to IAFF, and IAFF that shall have a period of 30 days from receipt of the Salary Survey to review and provide comments on the Salary Survey. IAFF shall provide its comments regarding the Salary Survey to the City within the aforementioned 30-day period. The City shall provide IAFF's comments to the City's outside consultant on the Salary Survey. The Salary Survey shall be that document which the City intends to provide to its consultant for review.
6. MOU TERM: The MOU expires on June 30, 2015.

RESULT: The City's proposal moves towards its goal of increasing wages for those classifications that are below the top middle one-third of market rate (66% of market) as follows:

- (1) For Fiscal-Year 2013-14, after agreement and Council approval IAFF represented employees in the Fire Engineer and Captain classifications shall receive a 1% salary adjustment.
- (2) For Fiscal-Year 2014-15, wage increases will be determined via a re-opener that is to be used for salary increases only. The salary increases will focus on those below 66% of the market.

[End]